

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 1761 - SB 1565

March 4, 2011

SUMMARY OF BILL: Requires the Department of Human Resources (TDHR) to use criteria, other than the current minimum qualifications criteria, to differentiate between every state employment civil service applicant. Requires all appointments be made from the top five applicants rather than all applicants possessing the minimum qualifications. Requires all promotions of existing employees be made from those receiving the top three examination scores.

ESTIMATED FISCAL IMPACT:

**Increase State Expenditures - \$7,800/One-Time
\$271,500/Recurring**

Assumptions:

- TDHR currently utilizes a system using minimum qualifications as the rating method in determining applicant scores for over 900 job classifications. According to the Department, this bill dismantles the current system.
- According to TDHR, to implement the requirements of this bill, the Department will require three Human Resource Examinations Specialist 3 positions to replace the three Examination Specialist 3 employees who were transferred to another Division when the current computer based system was implemented.
- According to TDHR, the Department will require three Human Resource Examination Analyst 2 positions to study job classes and the complex rating guidelines and validation process for all 1,316 job classes. The Department indicates that it takes approximately three to six months to conduct each class evaluation.
- There will be a recurring increase to state expenditures of \$271,500 (\$194,100 for salaries, \$77,400 for benefits) for the six additional positions.
- There will be a one-time increase to state expenditures of \$7,800 (\$1,200 for telephones + \$6,600 for computers).

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink, appearing to read "James W. White". The signature is fluid and cursive, with the first name "James" written in a smaller, more compact script than the last name "White".

James W. White, Executive Director

/sbh